Enlisted Retention Task Force Conference XV

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference XV Agenda

- **FY02 Retention Update**
- **Career Retention Specialist Conference**
- **Career Status Bonus (CSB)**
- **Letter of Intent**
- **Survey Questionnaires**
- **Retention Assist Visit Update**

FY02 Retention Update

MMEA-6

FTAP Comparison

	FY01	FY02
• FTAP Goal:	6118	5920
• Authorized:	153 (2.5%)	74 (1.2%)
• **Executed:**	**5521 (91.0%)**	**5736 (96.8%)**
• Total:	5674 (93.5%)	5810 (98%)

- 296 Allocations remain to bring all MOSs to 100%.

Note: *Update as of 24 April 02*

FY02 FTAP Lateral Moves

FY02

- Authorized: 54
- **Executed: 608**
- Total: 662

Note: *Update as of 24 April 02*

FTAP Critical MOS's

- 5 MOS's under 25%: 0627, 5528, 5548 5565, 5566
- 4 MOS's under 50%: 0624, 0847, 5534 5544
- 11 MOS's under 60%: 0614, 0261, 2844/62, 2846, 5536, 5543, 5546, 5563, 6214, 6314, 7314

STAP Status

FY02

- Target Goal 5784
- Authorized 1227
- **Executed 4635 (80.1%)**

te: *Update as of 24 April 02*

STAP Critical MOS's

- 7 MOS's at 0%: 0622, 0842, 4429
  5523, 6286, 6467, 6468
- 1 MOS under 25%: 1349
- 11 MOS's under 35%: 0691, 2673, 2844,
  2846,
  4612, 5541, 5543, 5547,
  5952, 8412, 9812

Career Status Bonus (CSB)

MMEA-6

CSB Information

- Marines who entered service after 31 July 1986 must choose between two retirement plans at 15th year of service:
  - High 3 retirement plan
  - REDUX retirement plan, plus $30,000 bonus.
- Base Personal Finance Manager is duty expert.
- Article in Marine Times (22 April, 2002).

CSB Information

- Brief called “Retirement Choice” from Center for Naval Analyses is located on MMEA-6 web page under “references”.
- CRSs attending CRS Conference will receive complete brief on CSB.

Letter of Intent

T&E Command

Letter of Intent for First Term Marines

- Proposal from T&E Command.
- Tool for CRSs which articulate consequences of not submitting for reenlistment.
- Marines will initial each of the following statements during interview:
  - I understand that under the First Term Alignment Plan (FTAP), I am currently eligible for reenlistment.
  - I have elected of my own free will not to submit for reenlistment upon the release of the appropriate FTAP/Boatspace Report, in my case FY__.

Letter of Intent for First Term Marines (cont)

- I understand that my decision not to submit at this time could possibly hinder my chances to reenlist in my primary MOS. If I should reconsider and desire to reenlist at a later date, I understand my primary MOS may be closed. If this should occur, I acknowledge that I may have to request lateral move choices into an open MOS. (if qualified).
- I understand that although my decision at this time is not to submit a reenlistment package, I may reconsider at any time prior to separation.
- I understand that it is my responsibility to ensure that I have attended TAMP/TAP classes prior to my departure from the Marine Corps and that I have already been given ample time for transition from the Marine Corps.

Letter of Intent for First Term Marines (cont)

- I have been counseled on this date regarding my decision not to compete for a FY__ boatspace. I acknowledge and understand that I will be eligible and afforded the opportunity to submit a reenlistment package at any separations site.

- Marines can still submit for reenlistment at any time
- If implemented, will not be mandatory.
- MMEA-6 can add letter as an enclosure to MCO P1040.31.
- Request input by 15 May, 2002.

Survey Questionnaires

MMEA-6

Additional Survey

- One additional survey to solicit information from CG's, CO's, SgtsMaj, G-1/S-1's.
- MMEA-6 will send via email.
- Return to MSgt Sumabat, MMEA-6 Ops Chief, by 25 May, 2002.
- Continue to send in CRS and ERS Surveys to GySgt Benedict.

CRS Issues

MMEA-6

CRS ISSUES

- Augmentation for mobilized Reservists:
  - Normal PSEP route through a recruiter.
  - **Must be released** from obligation by Reserve Affairs.
  - In Okinawa, use 12th Marine Corps District recruiter located in Guam- SSgt Lancioni (671) 472-1775.
  - MarAdmin 211/02 ERTF After Action gives further information on Reserve augments.

CRS ISSUES

- MSC CRS Meeting COB of CRS conference each day covering the following issues:
  - T/O change suggestions
  - MCCs
  - IG Checklist (bring copy)
- Required References
  - MarAdmin submitted for release.
  - Most references are posted on MMEA-6 website.
- RELM Revocations
  - Failure to acknowledge RELMs

Career Counseling

MMEA-64

MMEA-64 CAREER COUNSELING

- Enlisted Counseling Website
  - Retirement “Redux” article by Sgt Major Lee
  - Enlisted promotion messages/checklists
  - Online counseling appointment requests
  - “Career Newsflash” links

MMEA-64 CAREER COUNSELING

- "Career Newsflash" Career Counseling Newsletter
  - Newsletter for Career Marines
  - Latest edition focuses on promotion, Instructor Duty, updated phone numbers, etc.
  - Each edition is available on the MMEA-6 website under "Career Counseling".

MMEA-64 CAREER COUNSELING

- Career or PES Brief via VTC for Overseas Commands
  - Requested by commands for their careerists
  - SNCOA Advanced Course is scheduled
  - 3 dates for availability (64 schedules<>VTC room)
  - Hawaii, Sergeants Course

MMEA Command Visit Update

MMEA-6

MMEA Command Visit Schedule

- STAP RAV to West Coast — May
- STAP RAV to East Coast — May/June
- STAP RAV to WESTPAC — June

Enlisted Retention Task Force Conclusion

Task Force Chairman